

Gender-Informed Strategies and their Application to Parole: A Workshop Presented to the California Parole Commission

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Thursday, October 19, 2017

1:00 p.m. – 5:00 p.m.

Becki Ney

- One of two principals at the Center for Effective Public Policy (www.cepp.com)
- Director, National Resource Center on Justice Involved Women (www.cjinvolvedwomen.org)
- Site Coordinator, Evidence-based Decision Making Initiative (www.ebdmoneless.org)
- Project Staff, National Parole Resource Center (www.nationalparoleresourcecenter.org)
- Criminal justice consulting for more than 35 years
 - Pretrial and Diversion
 - Probation and Parole
 - Prisons and Jails
 - Courts
- Currently living in Central PA





National Parole Resource Center (NPRC)

- Funded by the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance.

Administered by the Center for Effective Public Policy
in partnership with
the Association of Paroling Authorities International (APAI)

Goals of the NPRC

- To serve as a source of information, training, and technical assistance for paroling authorities and supervision agencies
- To provide a forum and source of support that enables parole leadership to continue to define the evolving role of parole in a criminal justice system
- To help boards to carry out their statutory mandates, enhance community protection, and use public resources wisely
- To serve as a “portal” to activities/resources/new knowledge of interest to parole boards



Ways We Carry Out the NPRC Mission

- Web site:
[www.nationalparole
resourcecenter.org](http://www.nationalparoleresourcecenter.org)
- Training events
- Technical assistance
- Examples of Written Resources
 - Ten Practice Targets
 - Self Assessment Toolkit
 - Action Guides
 - Resource Packages
 - Public and Stakeholder Education Toolkit

Key NPRC Resource

NP National Parole
RC Resource Center

Resource Package for Paroling Authorities on
Criminal Justice Involved Women

<http://nationalparoleresourcecenter.org/resource-package-justice-involved-women/index.htm>



National Resource Center on Justice Involved Women (NRCJIW)

- *Primary Goal: Provide resources and tools to professionals to equip them to be more successful in their work with justice-involved women.*
- Funded by the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance in partnership with the National Institute of Corrections.

Administered by the Center for Effective Public Policy in partnership with
Orbis Partners, University of Cincinnati, Women's Prison Association,
CORE Associates, The Moss Group
and SAMHSA's National Center on Trauma-Informed Care.

Ways We Carry Out the NRCJIW Mission

- Web site:
www.cjinvolvedwomen.org
 - Resources
 - Innovator series
 - Newsletter
- Training events and webinars
- Technical assistance
- Examples of Written Resources
 - Communications Toolkit
 - Women who Perpetrate Violence
 - Trauma–Informed Care for Corrections Professionals
 - A Consumer’s Guide to Understanding Research
 - Gender Responsive Discipline and Sanctions Toolkit for Women’s Correctional Facilities



TODAY'S OBJECTIVES

- Examine Ten Truths about Justice Involved Women and the Research Supporting a Gender Responsive Approach
- Explore Differences in Men and Women's Pathways to Criminal Justice
- Learn about the Impact of Trauma and Strategies We can Use to Mitigate it
- Become More Informed about the CDCR Women's Population
- Discuss the Implications of a Gender Responsive, Trauma-Informed Approach to Parole Release Decision Making
- Apply Gender Responsive Principles to Some Actual Cases



AGENDA

1:00 p.m.-1:20 p.m.	Welcome and Introductions; Overview of the Workshop
1:20 p.m.-2:30 p.m.	The Truth about Justice Involved Women
2:30 p.m.-2:45 p.m.	Break
2:45 a.m.-3:15 p.m.	What do We Know about the CDCR Women's Population?
3:15 p.m.-3:45 p.m.	The Impact of Trauma
3:45 p.m.-4:00 p.m.	Break
4:00 p.m.-5:00 p.m.	Applying Gender Responsive Principles to Parole Release Decision Making
5:00 p.m.	Adjourn



Expectations

- What do you observe about the women whom you interview and consider for parole release?
- What are your questions about justice-involved women that we should be sure to cover today?



Understanding Gender Responsiveness

What Does it Mean to be Gender-Responsive?

- Acknowledge the realities of women's lives and how they may differ from men
 - Pathways to offending
 - The importance of relationships in shaping their lives
- Policies and practices address issues like violence, abuse, family, substance abuse, trauma, parenting, intimate relationships, poverty, and mental health



Gender Responsive Strategies

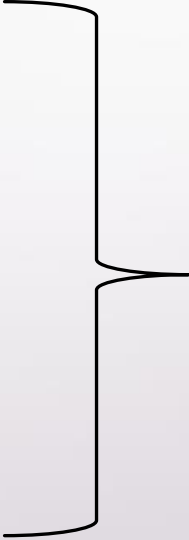
- Intentionally conduct and use gender-specific research to direct policies, programs, and procedures for women.

The goal is to produce favorable outcomes for women by tailoring supervision and services to their specific needs and strengths.

Studies Supporting Gender Responsive Strategies

- Qualitative Population Profiles

- Prediction Research
- Pathways Studies
- Risk Assessment Studies
- Evaluation Studies
- Meta-Analyses



Quantitative
Research

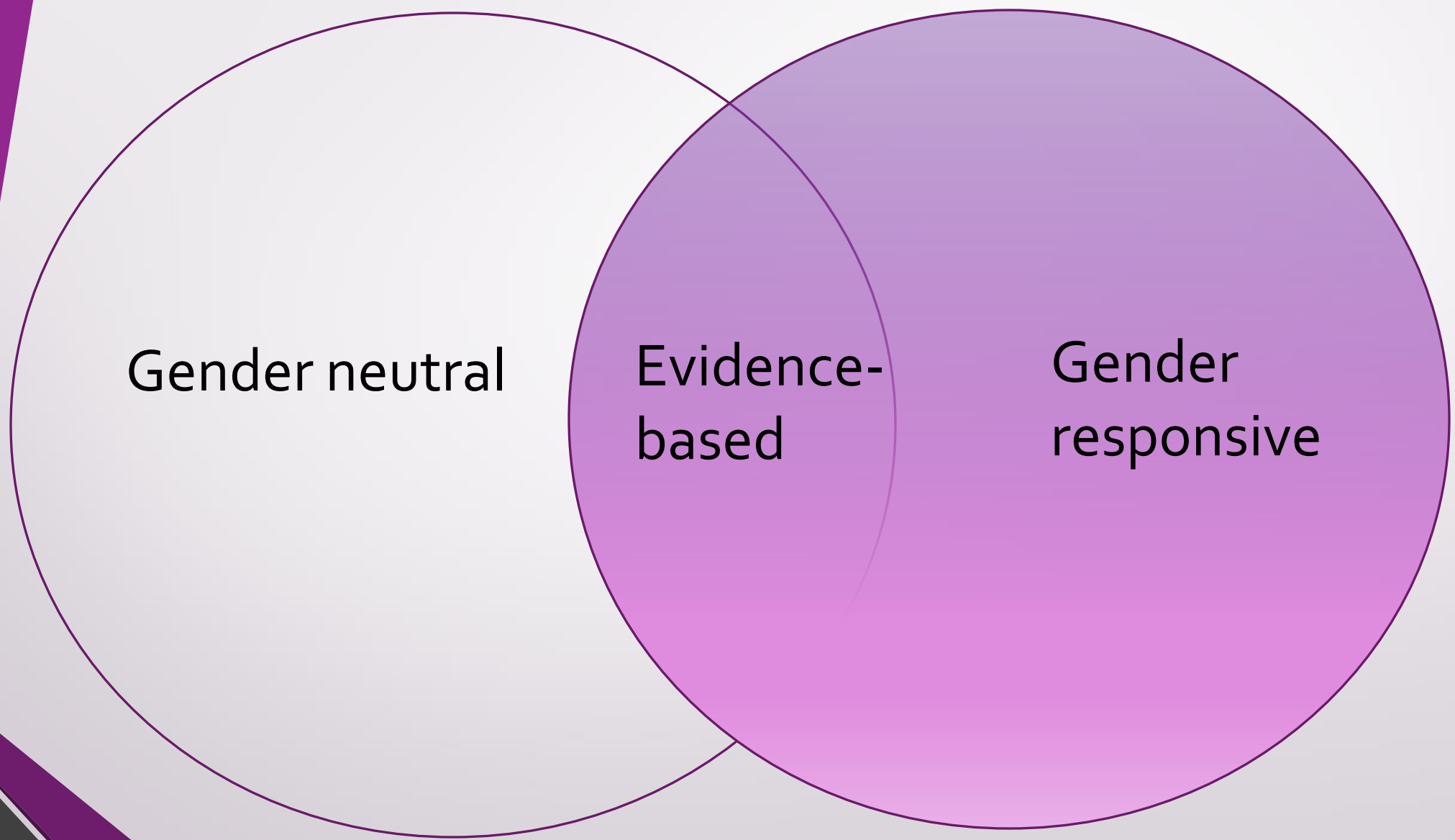


Evidence-Based Practices

- Tested by methodologically rigorous research
- Found to be effective at reducing recidivism

Gender-Responsive Practices

- Tested by methodologically rigorous research
- Found to be effective at reducing recidivism
- **Account for difference in characteristics and life experiences of justice involved women and men**



A Venn diagram with two overlapping circles. The left circle is white and labeled 'Gender neutral'. The right circle is purple and labeled 'Gender responsive'. The intersection of the two circles is shaded a darker purple and labeled 'Evidence-based'. On the far left, there are two thick, parallel diagonal lines, one dark grey and one purple.

Gender neutral

Evidence-
based

Gender
responsive



LEGAL ISSUES

Legal Issues

- Justice involved men and women have some things in common
 - Convicted of crimes
 - Confined/restricted freedom
 - Abide by facility rules
- But there are also significant differences
 - Medical and mental health needs
 - Pathways to crime
 - Risk levels, violence
 - Reentry needs
 - Family responsibilities



Legal Issues

Equal Treatment



Same Treatment

Treating men and women inmates differently, in certain respects, might actually increase the ability of administrators to achieve their legitimate objectives.



Legal Issues

- Strive to achieve broad “parity” regarding critical issues that might impact both men and women offenders.
- Broad “parity” does not require that every aspect of correctional management be identical.
- Must be able to explain the differences

Toolbox
on the UN
Bangkok
Rules



UN Bangkok Rules on women offenders and prisoners

Short guide



International Reform and Human Rights

United Nations “Bangkok
Rules” on women
offenders
and prisoners (2010)

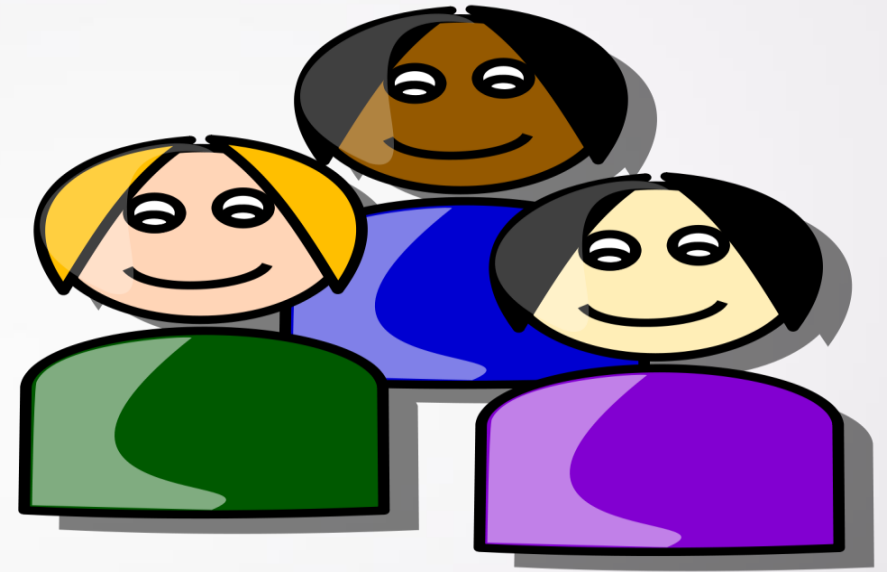


TEN TRUTHS ABOUT JUSTICE INVOLVED WOMEN

http://cjinvolvedwomen.org/wp-content/uploads/2015/09/Ten_Truths_Brief.pdf

http://www.ncdsv.org/images/NRCJIW_TenTruthsThatMatterWHenWorkingWithJusticeInvolvedWomen_4-2012.pdf

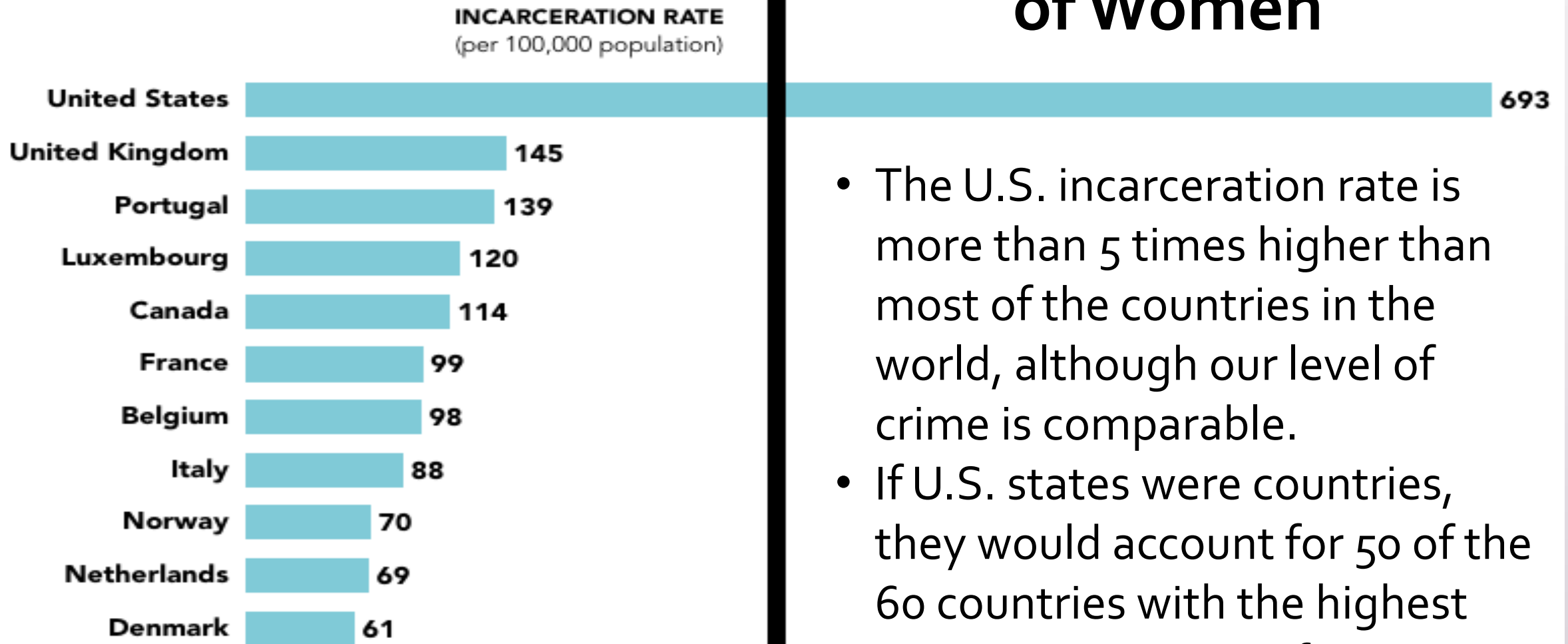
TRUTH #1



Women are a fast-growing criminal justice population, yet they pose a lower public safety risk than men.

INCARCERATION RATES

AMONG FOUNDING NATO MEMBERS

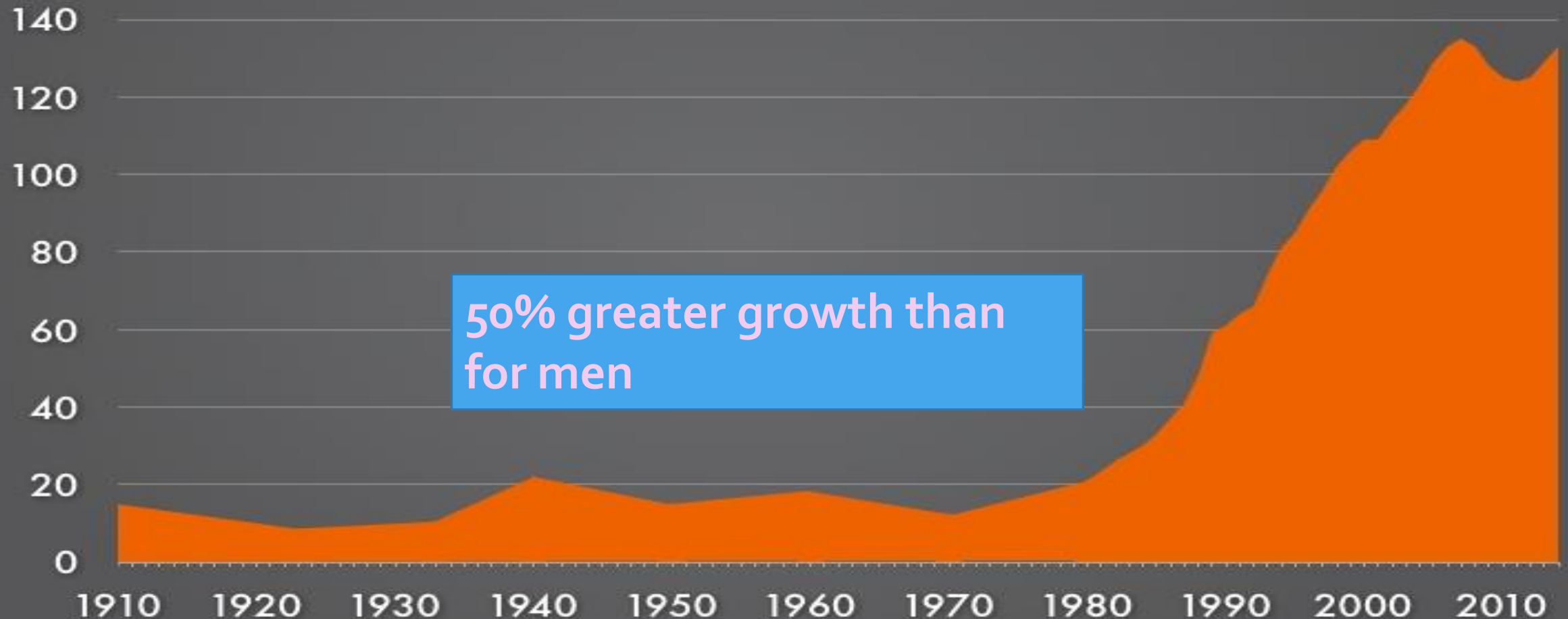


World Incarceration of Women

- The U.S. incarceration rate is more than 5 times higher than most of the countries in the world, although our level of crime is comparable.
- If U.S. states were countries, they would account for 50 of the 60 countries with the highest incarceration rates of women.

WOMEN'S INCARCERATION RATE UNITED STATES 1910-2014

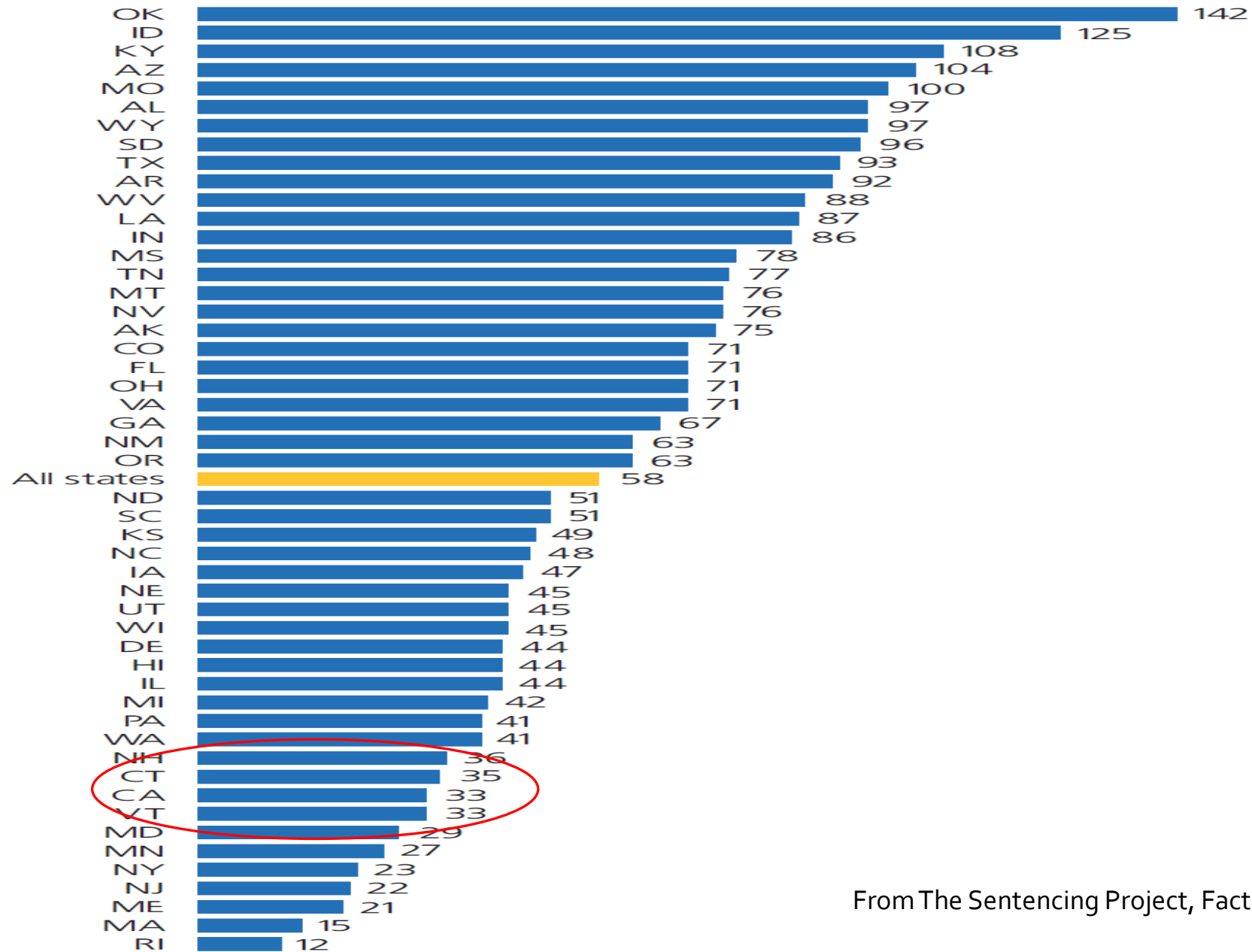
(Number of women incarcerated per 100,000 women, 1910- 2014)



50% greater growth than
for men

Compiled by the Prison Policy Initiative. For detailed sourcing see <http://www.prisonpolicy.org/global/women/>

Highest and Lowest Female State Incarceration Rates (per 100,000), 2014



From The Sentencing Project, Fact Sheet on Women and Girls, updated November 2015

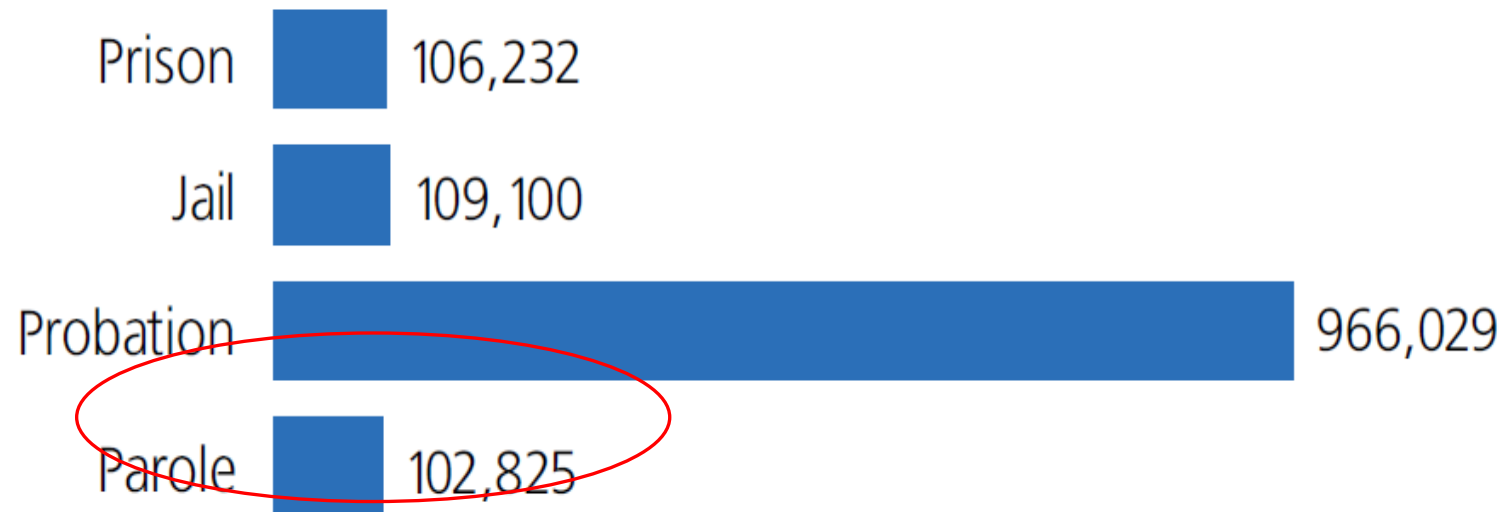
Why are More Women Entering the Criminal Justice System?

- The War on Drugs
 - The number of women in state prisons for drug offenses rose by **888%** from 1986 to 1996
- “Tough on Crime” and Mandatory Policies
- Reduced Funding for Mental Health

Blanchette, K. & Brown, S. (2006). *The assessment and treatment of women offenders*. West Sussex, England: John Wiley & Sons, Ltd.; Mauer, M., Potler, C., & Wolf, R. (1997). *Gender and justice: Women, drugs, and sentencing policy*.

There are 1.2 million women on criminal justice supervision

Women Under Control of the U.S. Corrections System, 2014



Source: Carson, E.A. (2015). *Prisoners in 2014*. Washington, DC: Bureau of Justice Statistics; Minton, T.D., and Zeng, Z. (2015). *Jail Inmates at Midyear 2014*. Washington, DC: Bureau of Justice Statistics; Kaeble, D., Maruschak, LM, and Bonczar (2015). *Probation and Parole in the United States, 2014*. Washington, DC: Bureau of Justice Statistics.

Rates for white and Hispanic women are increasing while rates for African American women are decreasing

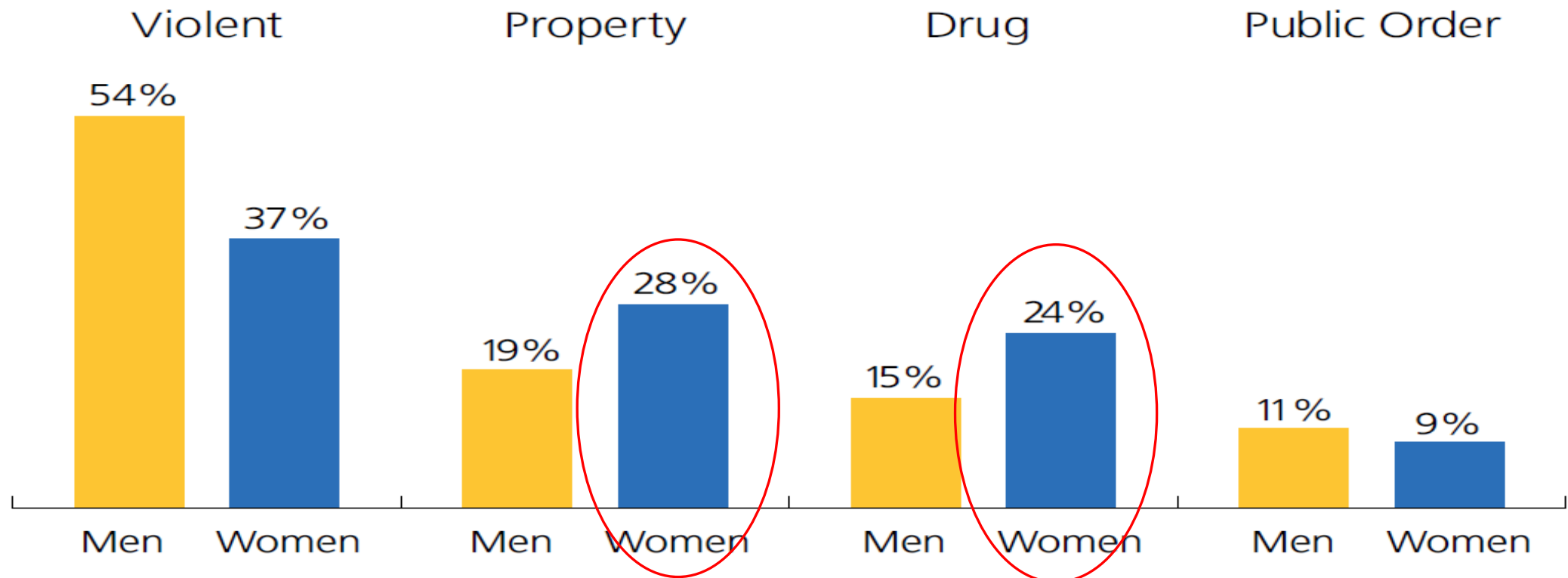
Imprisonment Rates by Gender, Race, and Ethnicity per 100,000: 2000 vs. 2014

		2000	2014	% Change
White	Women	34	53	56% increase
	Men	449	465	4% increase
African American	Women	205	109	47% decrease
	Men	3,457	2,724	21% decrease
Hispanic	Women	60	64	7% increase
	Men	1,220	1,091	11% decrease

Source: *Prisoners Series*. Washington, DC: Bureau of Justice Statistics.

Women are more often convicted of nonviolent crimes and are less likely to have extensive criminal histories

Incarceration Offense Type by Gender, 2014



Source: Carson, E.A. (2015). *Prisoners in 2014*. Washington, DC: Bureau of Justice Statistics.

TRUTH #2



Women follow unique pathways into crime and present risk factors that suggest different intervention needs.



Women Pose a Lower Risk to Public Safety

- More likely to enter the CJ system for non-violent crimes.
- Less likely to have extensive criminal histories.
- In prison, incidents of violence, aggression extremely low.
- Lower recidivism rates than their male counterparts.

The Cycle of Abuse, Mental Health and Substance Abuse



Poverty and Economic Marginalization

WOMEN AND POVERTY

Analysis of 2010 U.S. Census data by the National Women's Law Center (NWLC)

MORE THAN
HALF

of poor children lived
in families headed
by women.

17.2
MILLION

women were
living in
poverty.

poverty:

The United States Bureau of the Census measures poverty by comparing household income to the poverty threshold. In 2010 the poverty threshold for a household of four was **\$22,314**.

extreme poverty:

Also referred to as deep poverty, extreme poverty is defined as cash income that falls below half of the poverty threshold. At 6.3 percent, extreme poverty has reached its highest rate since it was first measured **22** years ago.

**800,000
MORE**

women lived
in poverty in
2010 than
in 2009.
The poverty
rate among
women is the
highest it
has been in
17 years.

Behind today's grim statistics are real people who are finding it harder than ever to keep a roof over their heads, feed their families, get the health care they need and give their children a chance at a better life.

-JOAN ENTMACHER
NWLC Vice President
for Family Economic Security.



14.5 %

percent of all women
were living in poverty.
This is the highest rate
of poverty in 17 years.



Women's Unique Pathways

- Women are more likely to have experienced poverty, sexual abuse and/or others forms of victimization.
- Women are more likely to experience co-occurring disorders (substance abuse interlinked with mental health and/or trauma).
- Women have fewer vocational skills, and underemployment and employment instability are more common among women than men.
- 60% of women in prison have children; many are single parents.



TRUTH #3


**It's all about
relationships**

Women's engagement in criminal behavior
is often related to their relationships,
connections, and disconnections with
others.

Relationships are key

- Theories of female development emphasize the importance of relationships in shaping their identities and contributing to their sense of self-worth.
- Exposure to dysfunctional and abusive relationships in childhood elevates risk for future victimization and the perpetration of violence.
- Women will often commit crimes to maintain a relationship regardless of the outcome, even when it conflicts with their personal values and beliefs (for children; for abusive or criminal partners)






Relationships often have everything to do with....

- Substance use and efforts to regain sobriety
- Responses to correctional interventions
- Need to create “family”, even in prison
- Relationships with children, families, and significant others
- Past histories (trauma, violence, substance use) often inhibit a woman’s ability to form and sustain appropriate, healthy and trusting relationships

TRUTH #4



Traditional criminal justice policies and practices have largely been developed through the lens of managing men, not women.



Examples of tools and resources developed through the lens of managing men

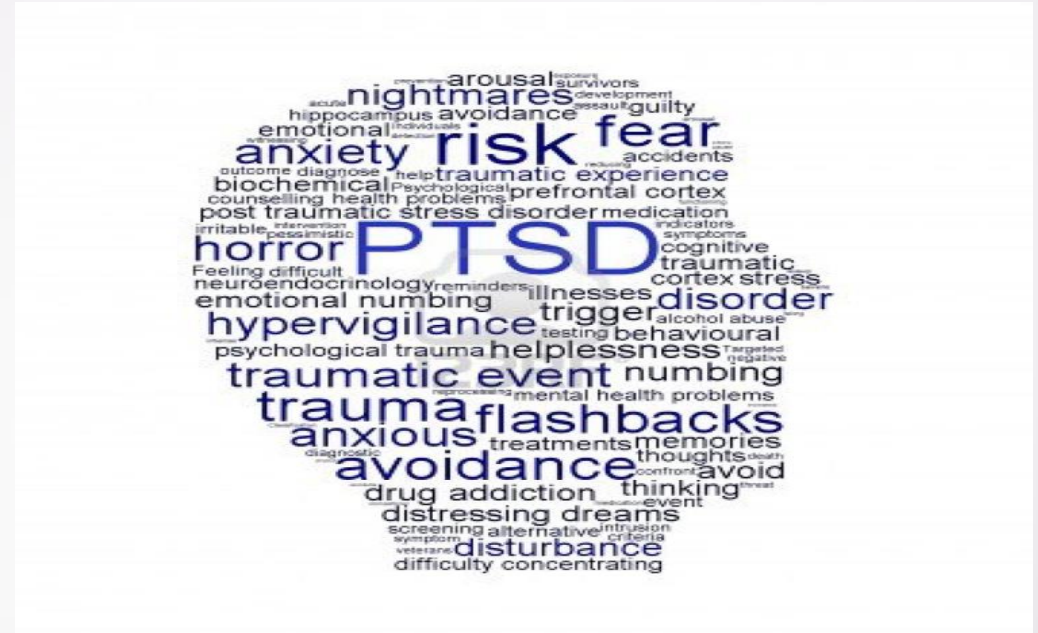
- Classification and assessment tools
- Staff training, skills and knowledge
- Case Management
- Programming and services
- Policies, protocols and procedures
- Clothing and hygiene



Elements of Gender Responsive Practice

- **Relational:** Promote mutual respect and empathy
- **Strength-based:** Recognize and mobilize
- **Trauma informed:** Understand that abuse plays a role in how she responds to services
- **Holistic:** Provide comprehensive services
- **Culturally competent:** Acknowledge and value diversity in services

TRUTH #5



Justice involved women often report histories of sexual victimization and trauma, and continue to be vulnerable to victimization within correctional settings.

The Impact of Trauma

- One of the most common experiences shared by justice involved women.
- Research and feedback from correctional professionals, advocates, and the women themselves reveal that the effects of trauma are significant.
- Trauma often plays a role in the onset of women's criminal behavior and can explain many of the behaviors women display during community supervision and incarceration (i.e. rule violations, violent episodes, "failure" in treatment).

Why Consider Trauma?

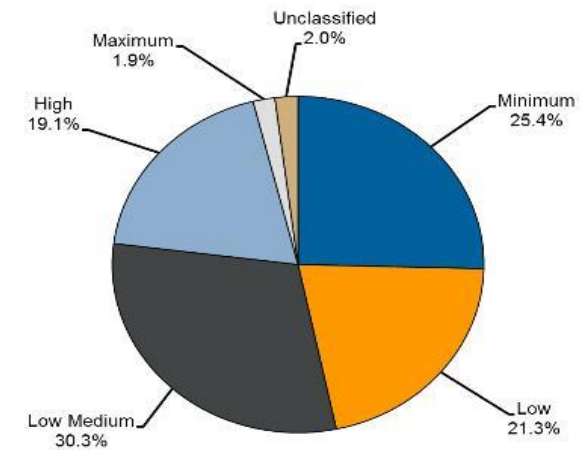
- Some of the basic processes in corrections can function as significant **trauma triggers** for women.
- The lack of trauma-informed practices has **negative consequences** and compromises women's mental health and success.
- Creating **a trauma-informed culture** can contribute to greater safety and security (e.g. through the reduction of violence, misconducts, confrontations) and maximize the success of community corrections.



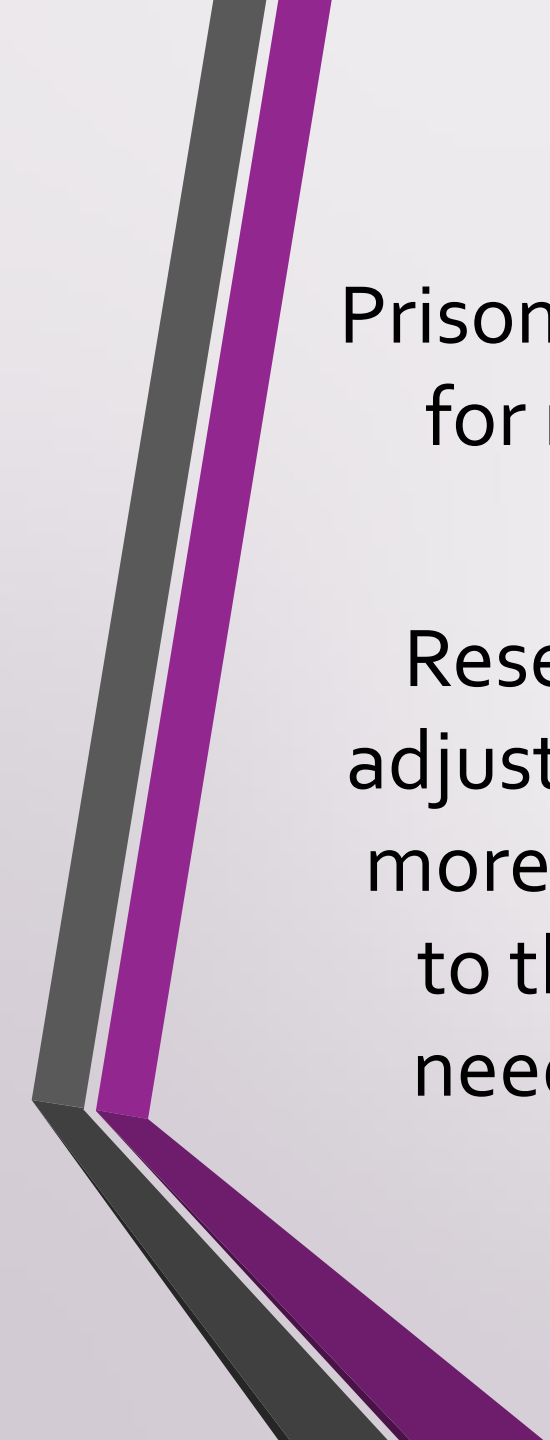
Important to Remember

- Experiences of trauma and victimization do not justify or excuse criminal behavior.
- Women regardless of abuse histories should be held accountable for their behavior.
- Knowing the impact and process of traumatic events can help us to work more effectively with women.

TRUTH #6



Traditional prison classification systems tend to result in unreliable custody designations for incarcerated women.



Prison classification tools have generally been normed for men, and have not been validated for women.

Research shows that institutional misconduct, prison adjustment and, ultimately, recidivism among women is more closely linked to specific intervention needs—and to the lack of services and supports to address these needs—than to current offense severity and criminal history factors captured in traditional tools.

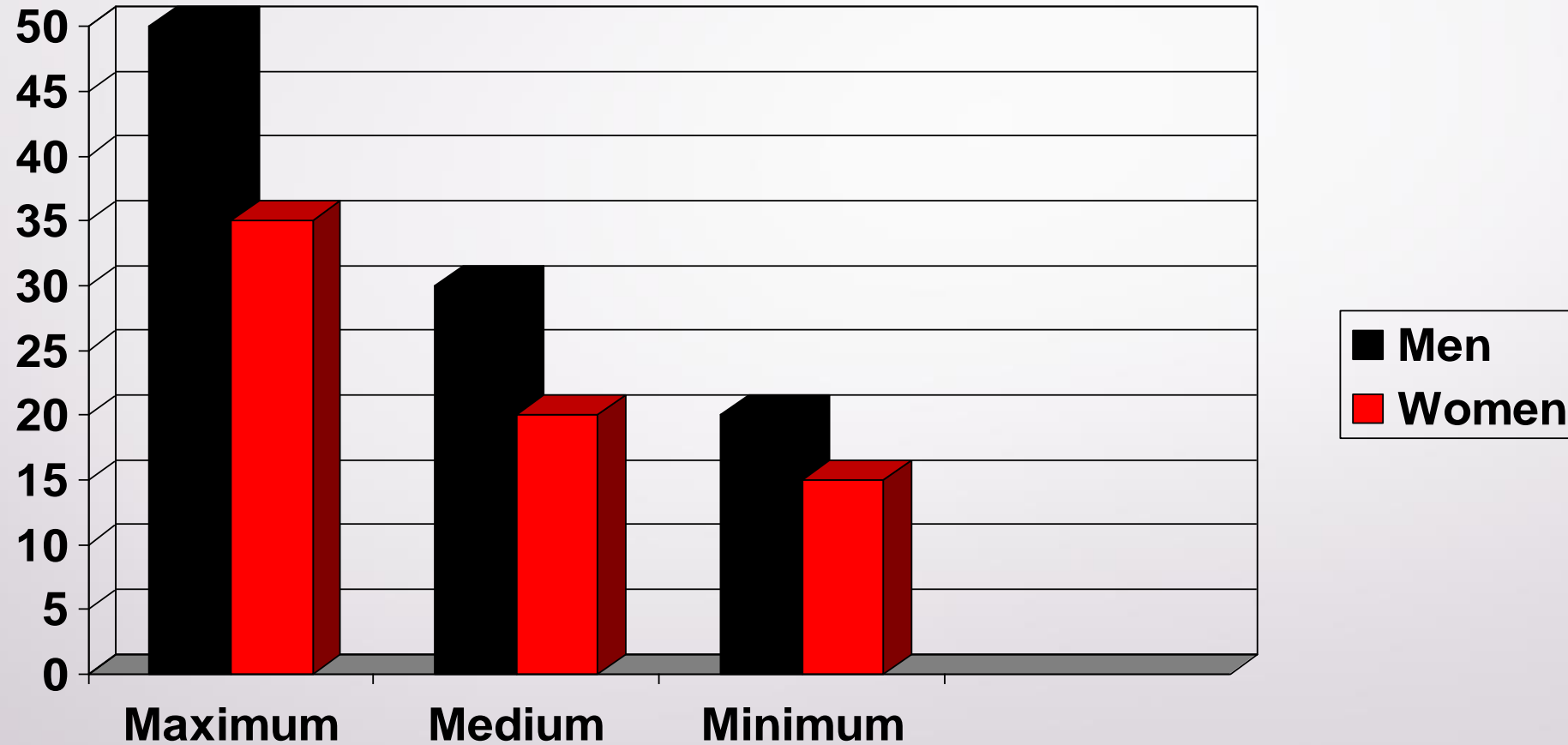
Tools Applied Equally: Overclassifying

- Gender neutral classification and assessment tools:
 - Developed and revalidated on men and applied to women
 - Validation studies on women revealed that they were less valid for women than for men (Hardyman & Van Voorhis, 2004).

"When the penalty for a generic crime is based principally on the factual scenarios involved in the commission of that crime by men—which vary significantly from the scenarios of the same crime committed by women—then the sentence itself is male normed."

(Federal Training Curriculum for Judges)

Tools Applied Equally: Overclassifying



(Van Voorhis, 2006)

Tools Applied Equally: Misinterpreting High Risk

	REVOCATION RATES		RECIDIVISM RATES		
	Baird, et al. 1991		Coulson et al. 1994	Kratcoski 1985	Hoffman 1994
	Men	Women	Women	Men	Men
Low	5%	2%	8%	17%	20%
Medium	13%	7%		42%	45%
High	33%	21%	30%	70%	67%



Development of Gender Responsive Risk Assessment Tools

- Concerns regarding “gender-neutral” tools (tools applied equally to men and women).
- Some factors operate differently for women than men.
- Potential to overclassify women into higher risk categories than their behaviors warrant.
- Factors found critical to women are not part of gender-neutral tools.


TRUTH #7

Gender responsive assessment tools can enhance case management efforts with justice involved women.

Name:		Today's Date:
		Client #:
Date of Birth:	Age:	Case #:
		SID#:
RACE: <input type="checkbox"/> White <input type="checkbox"/> African-American <input type="checkbox"/> Asian <input type="checkbox"/> Native American or Alaska Native <input type="checkbox"/> Native Hawaiian or Other Pacific Islander <input type="checkbox"/> Other		
<hr/>		
ETHNICITY: <input type="checkbox"/> Hispanic/Latina <input type="checkbox"/> Non-Hispanic		
Interviewer:		
Interviewer sex: <input type="checkbox"/> Male <input type="checkbox"/> Female		

Identifying Risk Factors for Women

- Women pose far less risk (than men)
- Must consider the relative risk an individual poses *within her peer group*
- Gender-neutral assessments appear to be less valid for women who follow gendered pathways to crime
- If statistically predictive, and gender responsive items are not included in a tool in the first place, we will never see a true and accurate measures of women's criminogenic risk.



Do specific risk factors mean the same thing for men and women?

- **Antisocial peers:**

Men: Avoiding high risk and dysfunctional learning situations.

Women: Relationships; personal power in relationships.

- **Financial problems:**

Men: limited job skills and employment history.

Women: limited job skills for underpaying jobs, while single parent.

Risk Factors for Women Offenders

GENERAL NEUTRAL RISK FACTORS

- Criminal history
- Antisocial attitudes
- Antisocial associates
- Educational challenges
- Employment/Financial
- Family conflict
- Substance abuse

GENDER RESPONSIVE RISK FACTORS

- Mental health history
- *Depression symptoms*
- Psychotic symptoms
- Child abuse (institutions)
- *Relationship conflict*
- Family conflict
- *Parental stress*
- *Housing safety*
- Adult victimization (sample variations)
- **And strengths (self-efficacy, self esteem, family support, educational and financial)**

(Van Voorhis, 2006)

From the “Big Four” to the Emerging “Female Four”

Gender Neutral

- Criminal History
- Antisocial Attitudes
- Antisocial Peers
- Antisocial Personality Traits

Gender Responsive

- Economic Marginality
- Unhealthy Relationships
- Substance Abuse
- Depressive/Anxious Symptoms

(Salisbury, 2017)

Critical Information to Collect when Assessing Women's Risk

FACTORS

1. History of abuse
2. Relationship status/issues
3. Self efficacy/self esteem
4. Mental health (particularly depression, anxiety, PTSD)
5. Parental stress (number of children, current arrangements, issues sense of competency in managing children)
6. Level of family support or conflicts
7. Financial status/poverty
8. Safety concerns (personal safety from violence/abuse)
9. Strengths and protective factors

Development of Gender Responsive Risk Assessment Tools

- **WRNA**
 - Women's Risk and Needs Assessment (stand alone tool)
 - NIC and University of Cincinnati
- **WRNA Supplement**
 - Trailer to existing dynamic tools such as LSI-R
 - NIC and University of Cincinnati
- **COMPAS for Women – Northpointe**
- **SPIn-W**
 - Service Planning Instrument for Women
 - Orbis Partners

Gender responsive assessments have proved to be more predictive for women.






Risk Factors: Conclusion

Consideration of *both gender responsive and gender-neutral factors* will increase accuracy in predicting misconduct and re-offense, and improve the quality of case plans targeted on the highest risk factors for individual women.

TRUTH #8



Women are more likely to respond favorably when criminal justice staff adhere to evidence-based, gender responsive principles.



Research-based Gender Responsive Programs

- Moving On (Orbis Partners)
- Beyond Trauma: A Healing Journey for Women (Covington)
- Helping Women Recover: A Program for Treating Addiction
- Beyond Violence: A Prevention Program for Criminal Justice-Involved Women (Covington)
- Seeking Safety (Najavits)
- Forever Free
- Dialectical Behavioral Therapy (DBT)

TRUTH #9



Incarceration and reentry are particularly challenging for justice involved mothers of minor children.

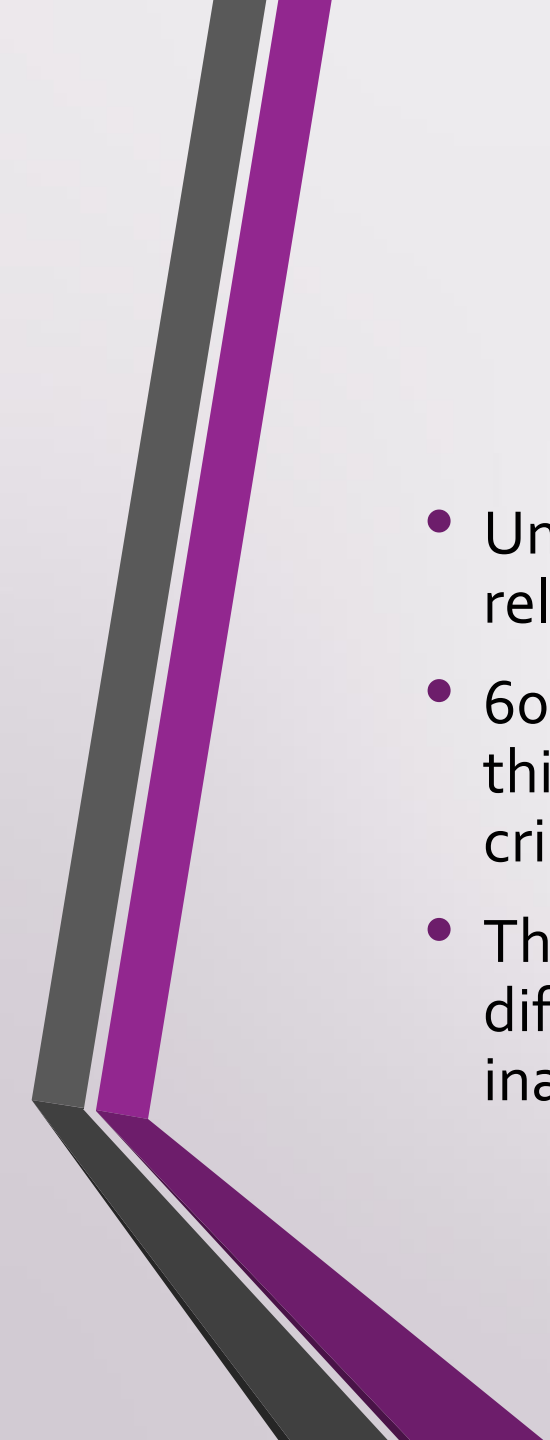
Family Roles

- Women are much more likely to serve as the primary caretakers of children prior to entering prison.
- 66,000 incarcerated mothers are parents of minor children.
- 28% of children of mothers in prison live with the other parent, while 90% of the children of incarcerated fathers live with their mothers.
- Ongoing concern for children's welfare and the potential loss of custody, due to provisions of Adoption and Safe Families Act of 1997.
- Difficulties and barriers of parenting from prison.

TRUTH #10

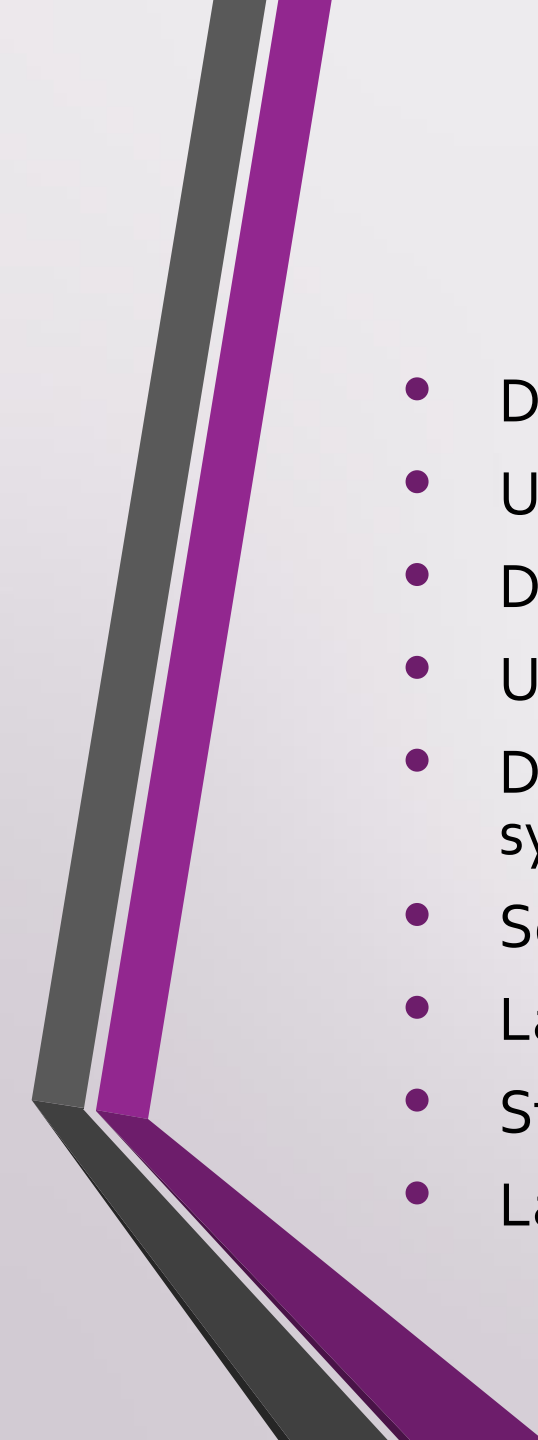


The costs of overly involving women in the criminal justice system are high.



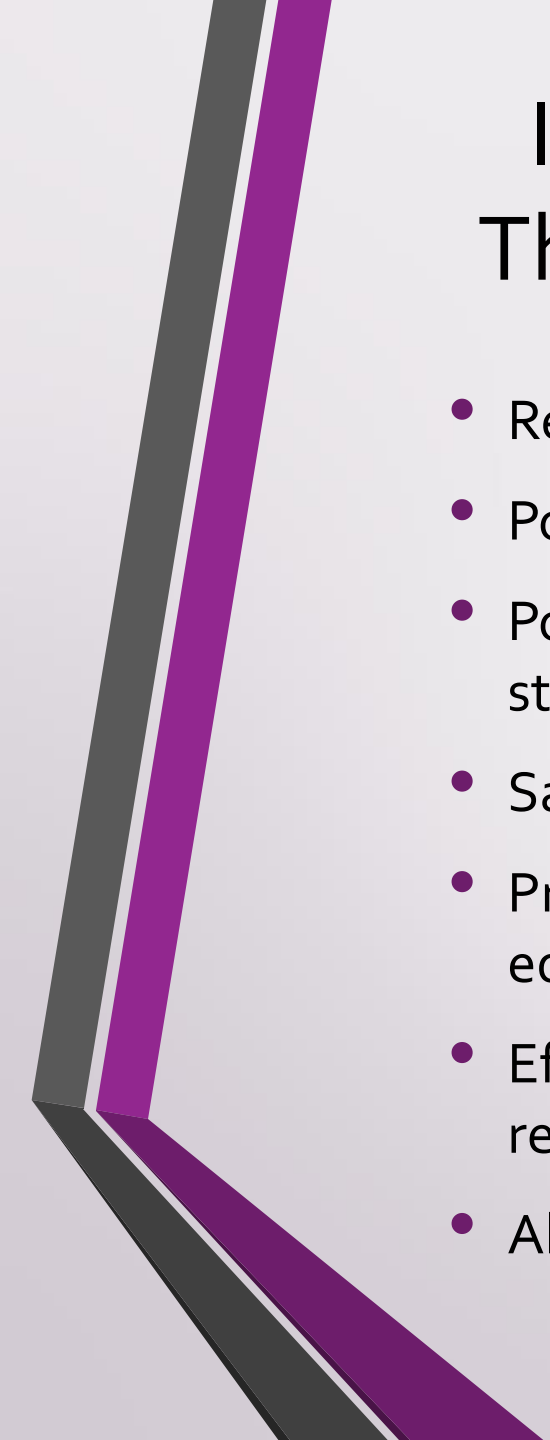
Reentry and Supervision

- Unsuccessful supervision outcomes for women are high given their relatively low risk
- 60% of women released from incarceration are re-arrested and nearly a third are returned to prison—largely for technical violations, rather than new crimes
- These technical violations often stem from unmet “survival needs” such as difficulties meeting financial obligations, lower employment skills, or the inability to secure safe housing.



In Their Voices: What Women Say HURT Their Successful Reentry into the Community

- Dehumanizing and harmful medical and psychiatric interventions.
- Unnecessary and arbitrary harassment.
- Disruption of important medications.
- Use of force, restraint and isolation.
- Dehumanizing living conditions and processing by the criminal justice system.
- Sexual harassment and abuse.
- Language barriers.
- Stigma.
- Lack of support for re-entry into the community.



In Their Voices: What Women Say Helped Them Successfully Re-enter the Community

- Relationships with family, friends, and others who were positive role models.
- Positive support from social networks.
- Positive support from relationships with corrections staff, particularly female staff.
- Safe environments in which to live.
- Programming such as substance abuse, mental health, parenting, and education/vocational.
- Efforts to reduce trauma and revictimization/alternatives to seclusion and restraint.
- Ability to secure employment and financial support.



What do We Know about Justice-Involved Women in CDCR and Parole?

CDCR Women's Population

There were 5,876 women in CDCR at year end 2016:

- 1,070 Lifers (18.2%); 3,246 Determinate Sentencing Law (55.7%) and 1,207 Second Strikers (20.5%)
- 71% violent offenses (32% murder); 17% Property Crimes; and 5% Drug Crimes
- 34.5% Hispanic; 25.6% Black; 32.3% White; 7.6% Other
- 46.6% were aged 18-34; 42.8% were aged 39-54; and 10.5% were over 55
- 48.3% have violent status
- 61.9% were Low Risk CSRA; 23.7% Moderate; 1.1% high risk for violent; 9.3% high risk for drug
- Almost 50% are participating in the Mental Health Program.

CDCR Women's Population

Analysis of CRA Administered in 2016:

- Women were more likely than men to be assessed as low risk (46% vs. 27%) and less likely to be assessed as high risk (9% vs. 24%)
- Women were less likely than men to be assessed with antisocial or personality disorders, or violent attitudes
- Women were more likely than men to be assessed with mental health issues and to have experienced trauma

2015 CDCR Evaluation Report:

- 27.1% of the women return to prison in 3 years (much lower rate than men)
- 100% of women who return to prison do so on new convictions (not supervision violations)



The Impact of Trauma

What is Trauma?

Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual as physically and emotionally harmful or threatening and that has lasting adverse effects on the individual's physical, social, emotional, or spiritual well-being.

Draft Definition (SAMSHA, 2012)

Traumatic Events/Experiences

- Serious threat to one's life or physical integrity
- Serious threat or harm to one's children, spouse, or other close relatives or friends
- Sudden destruction of one's home or community
- Seeing a person who is or has been seriously injured or killed as a result of an accident or physical violence
- Natural disasters
- Mass interpersonal violence
- Large scale transportation Accidents
- House or other domestic fires
- Motor vehicle accidents
- War/torture
- Partner battery
- Child abuse
- Stranger physical assault
- Rape and sexual assault
- Vicarious trauma

Trauma's Impact: *The ACE Study*

ABUSE



Physical



Emotional



Sexual

NEGLECT



Physical

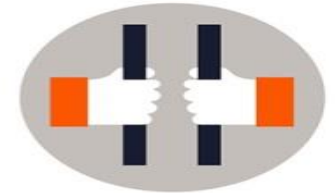


Emotional

HOUSEHOLD DYSFUNCTION



Mental Illness



Incarcerated Relative



Mother treated violently



Substance Abuse

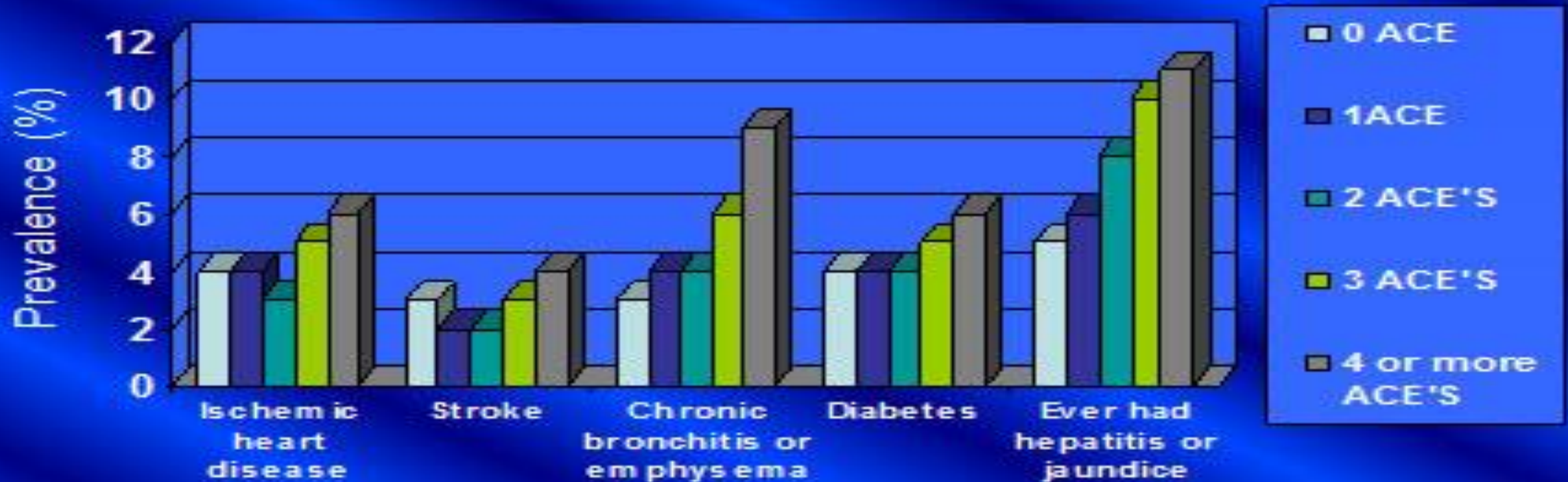


Divorce

Trauma's Impact: The ACE Study

Effects of Child Maltreatment on Health

Prevalence of Diseases per # of
Adverse Childhood Experiences



Justice Involved Women and Trauma

“Trauma is trauma no matter what caused it” (Levine)

- Separation from children
- Disconnection from relationships defined as important and supportive
- Pregnancy and childbirth while in the system
- Interactions with [male] staff
- Feeling isolated and/or misunderstood
- Participation in programs that are not gender responsive, culturally competent, trauma-informed



And in California.....

Female offenders have “distinct rehabilitative and health care needs, and are more likely to have suffered trauma and abuse prior to incarceration.”

(California Association of Drug Court Professionals, 2012)



Why is trauma so destructive?

- There is nothing more isolating than the pain of violation.
- Violation forces victims to question themselves and their world because it destroys their sense of:
 - Trust
 - Control over their lives
 - Safety

The Human Stress Response



- Three broad responses to a real or perceived threat
 - Fight
 - Flight
 - Freeze
- Rest and digest

Then there is a traumatic experience...

- Involves intense, fear, helplessness or horror...(DSM)
- **Unable to evade the threat** that initiated instincts of fight/flight/immobility
- The brain-body becomes so highly activated that automatic stress reactions take over
- Difficult to return to “rest and digest”

Effects of Trauma

- Psychological
- Neuro-physiological
 - Embedded in the brain-body

Psychological Effects

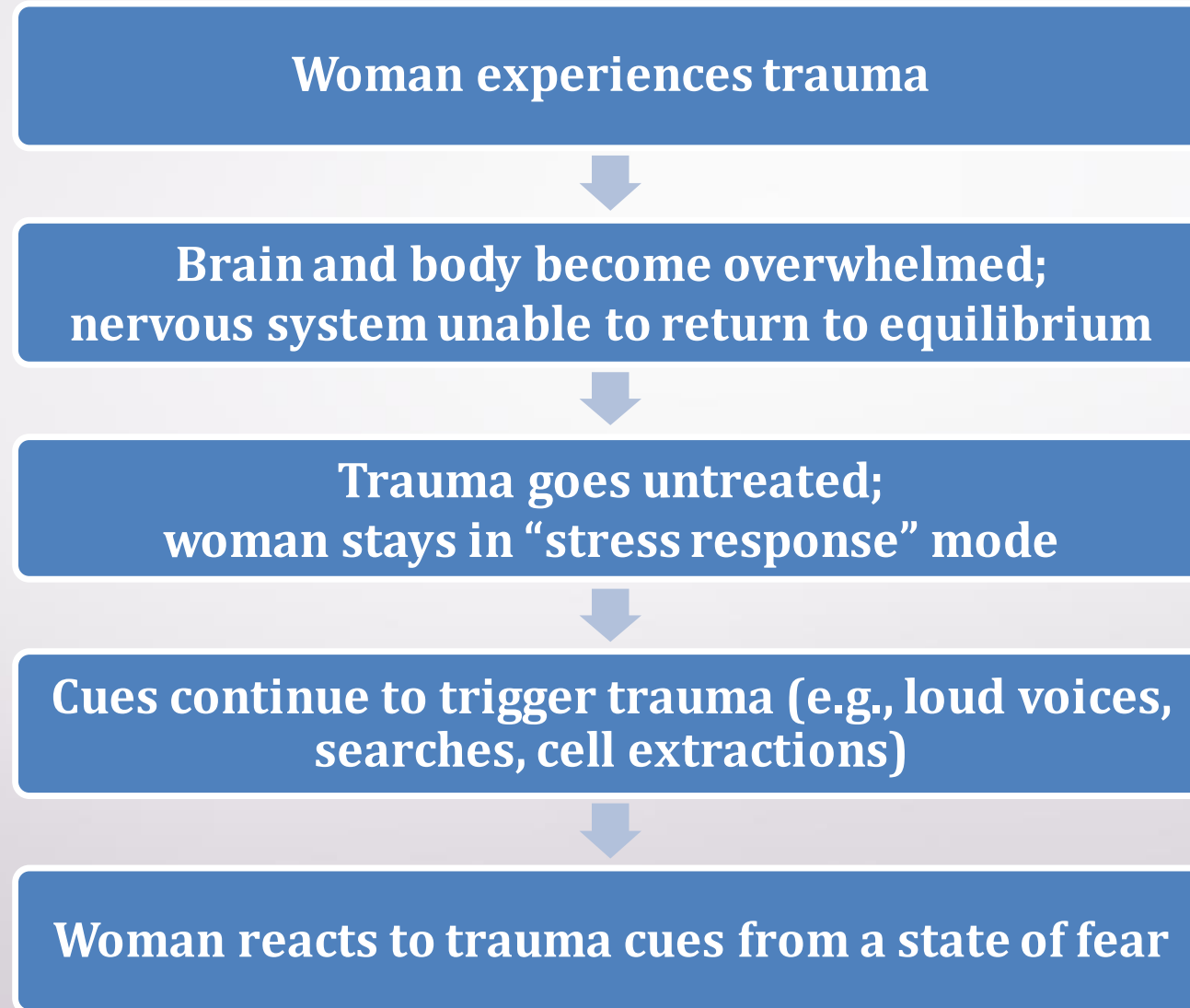
- Irritability/anger
- Depression
- Social withdrawal
- Numbing (detachment)
- Apathy
- Restricted affect
- Difficulty concentrating
- Nightmares/flashbacks
- Impaired memory
- Loss of self-esteem
- Suicidal ideation
- Guilt/shame
- Embarrassment
- Loss of appetite
- Psychological disorders
- Substance abuse
- Loss of security/trust
- Diminished interest



Physiological and Physical Effects

- Pain
- Injuries
- Nausea
- Vomiting
- Headaches
- Hyper-vigilance
- Startle response
- Panic attacks
- Persistent anxiety
- Hyper-arousal
- Chronic conditions
- Insomnia

Justice-Involved Women: Trauma Impacts the Brain



Consider...

- What are some of the behaviors that get women into the criminal justice system?
 - **How might they be linked to trauma?**
- What are some of the challenging behaviors you encounter with women?
 - **How might they be linked to trauma?**

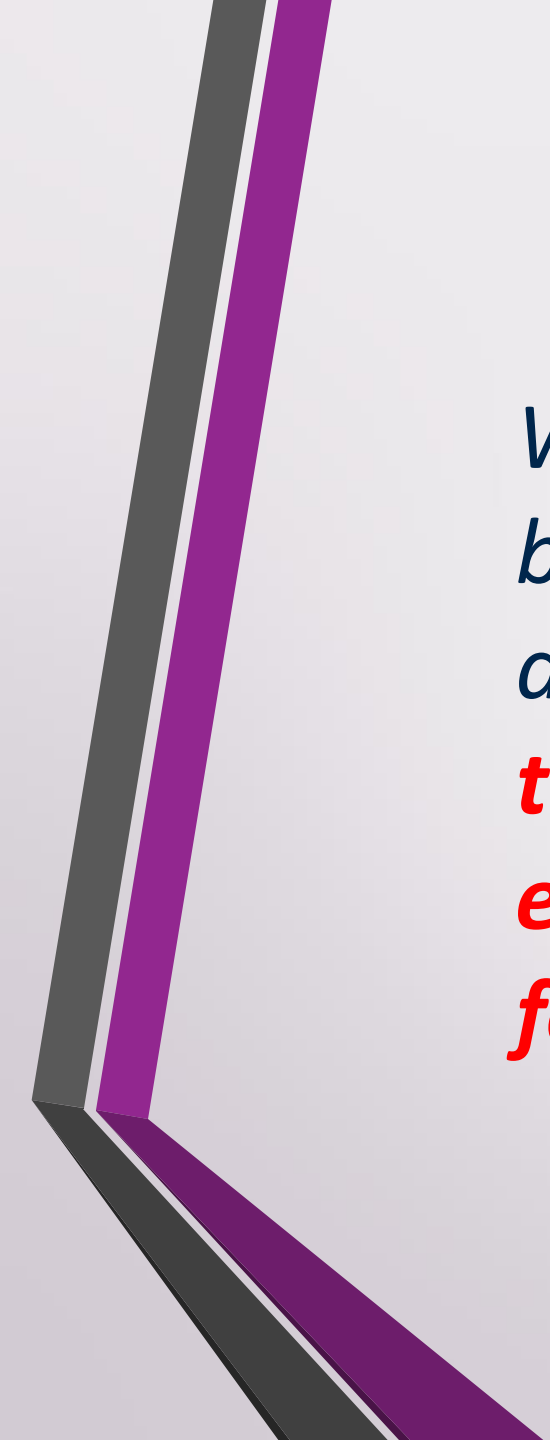


8 Steps Toward Becoming Trauma-informed

1. Make a commitment to trauma-informed practice
2. Support and train staff
3. Adopt trauma-informed language and communications
4. Create a trauma-informed physical space
5. Revise existing procedures to be more trauma-informed
6. Implement new trauma-informed procedures
7. Implement strategies to help women manage difficult trauma symptoms (one-on-one; group)
8. Build a safe, trauma-informed community

Example: Elements of a Trauma-informed Procedure

1. *Tell her what procedure needs to take place and why.*
2. *Briefly describe what the procedure entails (e.g. order of tasks). If there are different ways the procedure can be done safely, offer choices.*
3. *Reassure her that you will conduct the procedure in a way that maximizes her safety and comfort.*
4. *Invite her to ask any questions and answer them (before you begin).*
5. *Let her know that you would like to begin.*
6. *Conduct the procedure with trauma in mind; use verbal cues along the way such as "Now I am going to place the items from your purse onto the table."*
7. *Let her know that the procedure has been completed.*
8. *Ask her how she is doing.*
9. *Thank her for her cooperation.*
10. *Let her know what the next activity is.*



*Women's traumatic responses can be affected by how others respond to them and the availability of ongoing support and resources; **trauma-informed care in criminal justice environments can provide essential stability for survivors and staff.***



The Neurobiology of Healing

- The quality of the rapport can profoundly impact outcomes
- Safe interactions result in healing at the neurological, physiological and psychological levels
- We have an **innate capacity for healing**
- The same will to survive that created the traumatic response can create a healing response



Implications for Paroling Authorities and Parole Supervision

Assessment

- Use a gender responsive risk assessment tool
- Encourage other criminal justice partners to adopt gender-responsive tools
- At a minimum, consider gender relevant risk factors, including:
 - Victimization/Abuse
 - Relationship Problems/Family conflict
 - Mental Health
 - Substance Abuse
 - Self-Efficacy
 - Poverty
 - Parental Issues/Stress



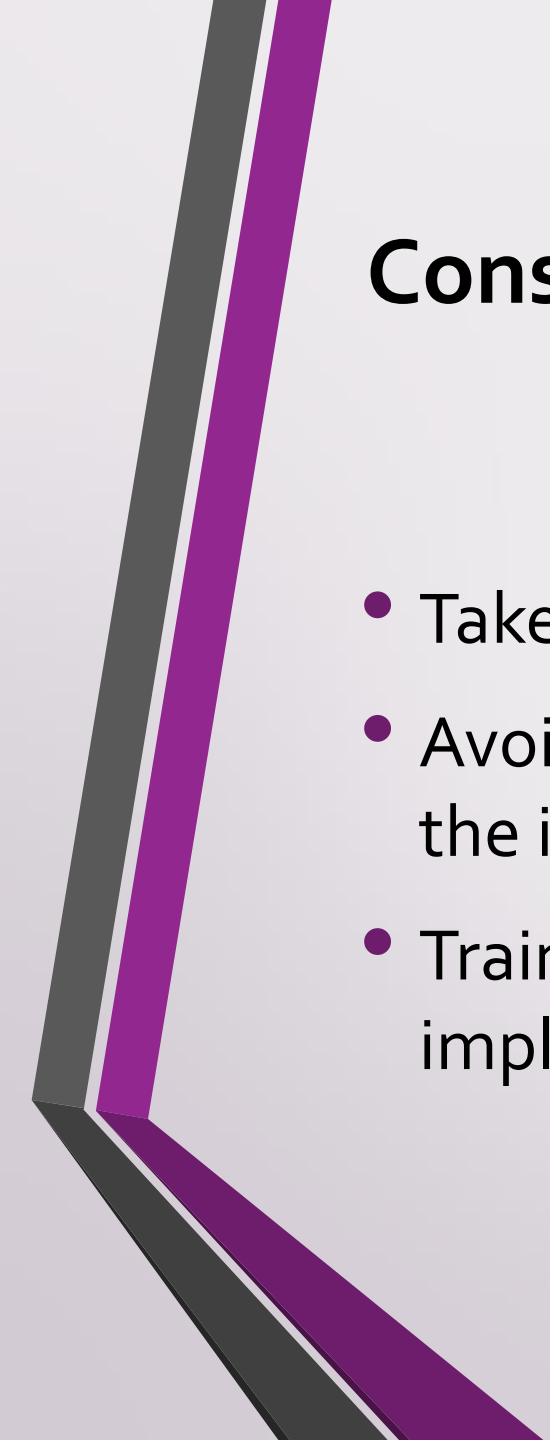
Evidence-based + Gender-Responsive

Consideration of *both gender responsive and gender-neutral factors* will increase accuracy in predicting misconduct and re-offense, and improve the quality of case plans targeted on the highest risk factors for individual women.



Decision Making

- Incorporate gender responsive assessment information into decisionmaking guidelines
- Understand the meaning of high risk may be different for men and women—classification, institutional misconduct and adjustment
- Develop/revise existing policies and protocols to be more gender responsive



Consider how you can be more trauma-informed in your interactions with the women

- Take trauma into account.
- Avoid triggering trauma reactions and/or re-traumatizing the individual.
- Train, coach and encourage staff to understand trauma and implications for working with women.

Parole Interview

- Provide feedback to her on assessment results and progress made towards goals
- Recognize her strengths and achievements, before discussing challenges and barriers
- Explore with her what her personal goals or targets are
 - Review with her the barriers, incentives and disincentives to achieving her goals
- Consider lengthening the interview with women
- Ask her how her family and relationships might have an impact on parole supervision
- Be trauma informed
- Avoid the use of confrontation

Condition Setting

- Set conditions for women that are consistent with their needs
- Try not to overwhelm women with too many conditions
- Explain supervision conditions and expectations, as well as consequences
- Consider the extent to which financial penalties/fees could serve as a barrier to her success (consider her economic status)

Violation Responses

- Expect that there will be setbacks
- Acknowledge that community stability and success may take time
- Use violation sanctions to address high needs and reinforce positive behaviors
- Review parole policies and practices to address the most common obstacles and barriers women face in successfully complying with parole supervision conditions



Partnerships

- Collaborate with corrections to assure a seamless transition and reentry process
- Ensure that housing plans consider the safety needs of women and accommodate children
- Link women to substance abuse and mental health treatment when appropriate and to ensure continuity of care
- Assist women in working toward job opportunities to earn a living wage



Release Low Risk Women as Soon as Possible

- Recognize that low risk women have adverse outcomes when placed in intensive programming
- Be aware that women more often fail on community supervision due to technical violations
- Remember that supervision failures by women are often linked to unaddressed survival needs (unable to pay fees, meet with parole officer due to parenting responsibilities, inability to gain steady employment given a lack in job skills).
- Prioritize resources for women including helping them to find safe housing, childcare, livable wage jobs, mental health/substance abuse treatment, etc.



Applying Gender Responsive Principles in Parole Release Decision Making



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